

Criterion7 - Institutional Values and Best Practices (100)

Key Indicator - 7.1 Institutional Values and Social Responsibilities (50)

7.1. Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last years.

Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words.

RESPONSE:

The Institute actively promotes gender equity and sensitivity programs to raise awareness about gender equality and women enrichment. Despite being co-educational, there has been a noticeable increase in the enrolment of female students at the Institute. Women faculty excel in administrative roles, including heads of departments and key academic positions.

GENDER POLICY

the institute aims to provide quality education and equal opportunities. Although the institute is co-education in nature, there is an evident surge in the enrolment of girl students interested in pursuing their careers in the hospitality industry in the last few years.

The Gender Policy in place, various awareness programs highlight the importance and contribution of women in society. Quality education and equal opportunities in sports and other activities is encouraged.

GENDER CHAMPION

To progress towards a gender-equitable society that upholds equal treatment for women, the Ministry of Women and Child Development (MWCD), in conjunction with the Ministry of Education, has launched the Gender Champions program. This initiative aims to cultivate responsible leaders within schools, colleges, and academic institutions who will foster an inclusive environment where girls are accorded dignity and respect. The primary goal is to enhance the capabilities of both young girls and boys, empowering them to champion gender equality and oversee advancements in the pursuit of gender justice. In line with this, the institution in accordance with the Goa University requirements has designated a male and a female gender champion to implement these objectives.

- These champions orchestrate events, competitions, and discussions to underscore the significance of gender equity and the hurdles encountered in its pursuit.
- Debates and street plays are arranged to confront longstanding gender stereotypes, fostering awareness and advocating inclusivity.

GENDER EQUITY AND SENSITIZATION ACTIVITIES

Curricular Activities:

- Topics on women's law, sexual harassment of women in the workplace, women's law on eve teasing, etc. are touched upon by almost all faculties during their classes.
- The Institute also breaks a lot of stereotypes such world's best chef are men or front office positions are mostly for women, as an Institute we educate/train and encourage both genders for all the core areas in the hospitality industry,
- A session on "DO's and DON'T's during the Industrial Training /Internship in the Hotel", is conducted by the Principal and Placement coordinator for the students just before they leave for internship to caution and guide them to handle problems and situations they may encounter in the hotel during their industrial training/internship.

Co- Curricular Activities:

- Induction Program: The college organizes an Induction program for newly admitted students and their parents. The Principal welcomes the students to the college. Parents and students are briefed about 'UGC regulations on curbing the menace of ragging, and rules of prohibiting ragging'. Students are also informed of the anti-ragging policy of the management. Undertakings acknowledged by parents as per the rules of the affiliating university are also taken from the students.
- The Institute arranges talks and activities to commemorate the significance of days such as:
 - International Women's Day - March 8th
 - National Girl Child Day - January 24th
 - International Men's Day - November 19th
- The Counselling Department conducts self-defence workshops for both staff and students. Additionally, the POSH Act committee hosts various sessions addressing women's laws, sexual harassment, human trafficking, and related topics for the students.

FACILITIES PROVIDED TO WOMEN:

Safety and Security:

1. Security check: Rigorous security checks are conducted at the entrance gates of the Institute for everyone entering the campus. Separate entry and exit gates are designated. There is a 24-hour surveillance managed by the appointed Security officer and their team which ensures the safety of both students and staff. Instances of security breaches and disciplinary issues are promptly addressed by campus security and, if necessary, referred to Institute's administrative officials for further action. Male security guards are stationed round-the-clock, while female security guards are assigned daytime duties at the campus entrance. Additionally, a male and female security personnel are positioned outside the boys' and girls' hostels, respectively.
2. CCTV Surveillance: The campus is equipped with 85 CCTV cameras strategically placed indoors and outdoors. The footage is continuously monitored, recorded, and backed up for security purposes.

3. Gate-pass: The Institute employs a gate-pass system, requiring students and staff to request a pass approved by the class coordinator/HOD, Administrator, and the Principal. This process is in place to manage early departures or extended stays on campus beyond regular class hours, ensuring proper monitoring of the whereabouts of both staff and students.
4. Emergency Contact Information: An emergency contact list is distributed to all students through their admission kits. Copies of this list are also available at the reception area and in the hostels. Staff members are provided with their own copies. The list includes contact numbers for nearby police stations and toll-free helpline numbers.
5. Suggestion Box Placement: Suggestion boxes are conveniently located across the campus. Complaints and suggestions received through these boxes are presented to the committee for further consideration and action.
6. Committees for Various Concerns: Several committees, including the POSH Compliance, Anti-Ragging Committee, Discipline Committee and Grievance Redressal Committee, are established to address gender-related issues and promote awareness within the premises. Representation from students is ensured in these committees.

Counselling:

- The Institute employs two full-time counsellors offering counselling services to both male and female students and staff, addressing various issues, including gender specific concerns. Confidentiality is maintained throughout the counselling process.
- The Institute features a mentoring system in which students are paired with mentors who can be consulted for any academic-related concerns or personal issues, which are then brought to the notice of the counsellors by the mentor.

Common Room:

Separate common rooms for female students and women faculty members to facilitate a comfortable and inclusive environment.

Medical Room:

The Institute is equipped with a medical room where students can seek rest when unwell, monitored by either the class coordinator or the compliance officer. Female students who want to rest during their periods are also allowed to use the medical room. The medical room has an occupancy board outside the room showing which gender has occupied the room currently and at no given time both sexes are allowed to share the medical room simultaneously.

Hostel Facilities:

Separate hostels for males and females, with security, wardens, and faculty/staff presence, ensure a safe living environment.

Separate pool timings/ Gym instructor:

There are separate pool timings for both male and female students. The Institute also has a gym instructor to monitor and maintain decorum in the gym.

Availability of sanitary napkins on campus

The Institute has an availability for sanitary napkins for students and staff at the faculty block which is easily assessible to both.

Rules of the State Government are followed when it comes to maternity leave, child care facilities etc.

6 months of maternity and 3 weeks for miscarriage- leave is provided, child care facilities for faculty /staff post maternity leave is provided.

Health care talks/check-ups for women

Various talks/check-ups on cervical cancer, breast cancer awareness

Ladies First Policy:

The Institute follows the ladies first policy where women are given first preference in long queues during meals, events etc.

Women's day celebration

Female staff were taken out for lunch for women's day celebration